# Military Spouse Preference

- Intent:  To lessen the career interruption of spouses who relocate with their military sponsors.

# The MSP Program:

- Applies only within the commuting area of the sponsor's permanent new duty station
- Does not apply when the sponsor is separating or retiring
- Applies only if the spouse entered into the marriage w/military sponsor prior to new duty assignment date

# Eligibility

- To meet the appointment requirement under Program S, the spouse must be in one of the following categories:

- Current Federal career/career-conditional employee
- Veterans Readjustment Authority (VRA) or Schedule A  appointee for persons with disabilities

# Eligibility (cont'd)

- Reinstatement Eligible
- EO 12721 (Eligibility of Overseas Employees for Noncompetitive Appointment) eligible
- Competitive service eligible based on employment under other merit systems

# Termination of Preference

- Preference terminates Upon Acceptance or Declination of:

- Full Time Employment
- Temp Appt NTE 1 year or more
- Perm/Part-Time/Intermittent

# Termination of Preference (cont'd)

- NAF
- Federal Service in non-DoD agencies

# Registration

- May register at losing activity or after arrival in gaining area
- No earlier than 30 days prior to reporting date
- Only one registration per PCS move

# Priority Placement Program (PPP)

- Immediately appointable spouses who have previously held or are presently holding  Federal positions are referred through PPP (Program S)
- Activities establish local procedures for referral in foreign areas.

# Documentation Required

- Resume
- Standard Form 50 documenting current or previous appointment type
- Copy of last performance appraisal
- PCS orders to new duty location

# Delegated Examining/OPM

- For spouses who have never held a Federal position
- Manual system maintained by Personnel Office for Office of Personnel Management (OPM) certificates or applying through Delegated Examining Authorities

# Delegated Examining/OPM cont'd

- Preference applies only if spouse is among "best qualified"
- Current requirements on selection from OPM certificates is followed.

# EUCOM Military Spouse Preference Pilot Program

- 2 year pilot program
- Removes some restrictions from the current program
- Provides more options-adds flexibility
- Evaluation process

# Current Program

- Spouses lose eligibility whenever they accept a permanent position
  - regardless of work schedule, or upon accepting a time-limited position lasting one year or longer
- Result-Spouses are reluctant to accept temp or perm intermittent jobs

# Pilot Program

- Spouses retain MSP unless they accept or reject the offer of a continuing position. A continuing position is defined for the pilot only as a permanent full- or part-time position. Spouses may accept an unlimited number of temp, term, intermittent or NAF “flexible positions” without loss of MSP

# Purpose of Pilot

- Ensure there are no unintended consequences to the change in policy that would affect spouses or management in its need to fill positions.

# Statistical Data Collection

- As DoD continues to monitor the pilot and analyze data, the indications are that the EUCOM military spouses, as well as managers, are aware of the pilot and its advantages to them.

# Helpful Links

www.cpms.osd.mil/fas

- Click on Staffing and Development
- Documents and Fact Sheets

www.cpms.osd.mil/care